



The future is not a place
you go, but rather a
place we can create



Definition of real change:

Learning and applying new
proficiencies, behaviors and
ways of interacting that are
measurable and add value to an
organization.

NATURE OF CHANGE

- ✦ Constant
- ▢ Rapid-fire speed
- ▢ Process, not an event
- ▢ Affects everyone
- ▢ Creates growth

THE CHANGE CONTINUUM



SCAN STRATEGY

- ✦ Situation
- ▢ Concerns
- ▢ Attitude
- ▢ Needs



HELPING YOURSELF DURING YOUR TRANSITION

- ✦ Surface your resistance
- ▢ Listen inwardly
- ▢ Acknowledge your resistance
- ▢ Explore your resistance
- ▢ Review your discoveries with a person
you trust
- ▢ Take personal responsibility



RESILIENCE

The ability to absorb
high
levels of *change* while
displaying minimal
dysfunctional behavior.



FIVE BASIC CHARACTERISTICS OF RESILIENT PEOPLE

They are:

- ▣ Positive
- ▣ Proactive
- ▣ Focused
- ▣ Flexible
- ▣ Learning



WHY RESILIENT PEOPLE EXCEL

They:

- ▢ Get back on track quickly
- ▢ Show high morale
- ▢ Are healthier
- ▢ Are driven by their goals
- ▢ Rebound from demands of change even stronger than before





Build a Bridge from the *Past* to the *Future*

- **Purpose**
 - why do this?
- **Picture**
 - what does the outcome look like?
- **Plan**
 - how to get information, training, etc.
- **Part to Play**
 - what's in it for me?
- **Personal Action**
 - walk the talk
- **Participation**
 - who is involved in problem solving and decision making

SHEAR MODEL

Cut right through group
resistance

Surface the resistance

Help

Explore

Attend to needs

Rewind and

renew

